



Essential Elements of Culture of Recognition: there should be significant emphasis on 3 points:

1) **Program structure** -- Carefully define all program elements before launching, especially eligibility (all employees preferred), and what is worthy of recognition. We strongly advocate behavior-based recognition that uses your company values and strategic objectives as the reasons for recognition, thereby bringing those values to life in the day to day work of employees and giving them meaning and purpose in their work by showing them clearly how their work matters in achieving the strategic objectives. Then measure these recognitions and intervene in areas where some values or objectives may be reporting low instances of recognition.

2) **Praise & appreciation** -- Open the program for peer-to-peer as well as manager-to-employee to get everyone noticing the hard work and exceptional efforts of their colleagues. Create opportunities to build goodwill and encourage all to "catch people doing something good." In this broad of a program (especially on a limited budget), you may not be able to attach a monetary value to every award, but you can make each recognition extremely valuable to the recipient if you make your recognition Precise, Demonstrative and Genuine.

3) **Appropriate mix** of recognition (after/that) v. incentives (if/then) -- you will want to lean your program much more heavily towards recognition of behaviors and actions that help you succeed than towards incentives that pre-direct effort towards a pre-defined goal.

Performance Improvement

We can help you to drive business performance through your people. You may need a short term tactical boost to deal with a specific project, or be planning for long term success.

In the motivation and recognition industry for 30+ years, Motivo has become a specialist in business performance improvement processes and implementing performance improvement methods. Combining methods of reward and recognition, incentive awards, performance measurement and business reporting, Motivo will design and deliver processes to improve performance across all areas of your business.

Performance improvement solutions typically involve:

- Consulting and gaining genuine buy-in
- Over-communicating and celebrating success
- Integrating learning
- Providing reward and recognition
- Measuring and monitoring performance
- Constantly reviewing and renewing methods

Working closely with you and your team, we will bring fresh, principled approaches to help you achieve world class performance and move your business to the peak in your industry.